

ARTICLE 51 – SALARIES

Delete existing language in its entirety and replace with the following:

A. The salary schedule in effect on June 30, 2009 shall be designated as Exhibit A.

B. Subject to the approval of the respective legislative bodies and effective July 1, 2013:

1. The salary schedule designated as Exhibit A shall be amended to reflect a four percent (4%) increase and such amended schedule shall be designated as Exhibit B.

2. Following B.1 above, Employees shall be placed on the corresponding pay range and step of Exhibit B.

3. Employees not administratively assigned to the salary schedule shall receive a four percent (4%) pay increase.

4. There shall be no step movements during the period July 1, 2013 through June 30, 2014.

C. Subject to the approval of the respective legislative bodies and effective July 1, 2014:

1 1. Step Movement

2
3 a. Employees who were eligible but did not receive a step movement
4 during the period July 1, 2009 through June 30, 2014 in accordance with
5 Paragraph O. of Article 14, Compensation Adjustment, shall receive their
6 step movement on July 1, 2014.

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8 b. Employees who become eligible for a step movement during the
9 period July 1, 2014 through June 30, 2015 in accordance with Paragraph
10 O. of Article 14, Compensation Adjustment, shall receive their step
11 movement on their step movement date.

12
13 c. Employees who were or become eligible for step movements from
14 July 1, 2009 through June 30, 2014 in accordance with Paragraph O. of
15 Article 14, Compensation Adjustments, shall be credited for service
16 towards step movements as though step movements were granted
17 through the entire period from July 1, 2009 through June 30, 2014.

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19 d. Notwithstanding C.1.a., C.1.b. and C.1.c. above, no employee shall
20 receive more than two (2) step movements during the period July 1, 2014
21 through June 30, 2015.

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23 2. Salary Schedule

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25 a. The salary schedule designated as Exhibit B shall be amended to
26 reflect a two percent (2%) increase and such amended schedule shall be
27 designated as Exhibit C.

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29 b. Following C.2.a. above, Employees shall be placed on the
30 corresponding pay range and step of Exhibit C.

1 c. Employees not administratively assigned to the salary schedule
2 shall receive a two percent (2%) pay increase.

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4 D. Subject to the approval of the respective legislative bodies and
5 effective ^{July 1, 2014} ~~January 1, 2015~~, Employees who are employed as of ^{June 30} ~~December 31,~~
6 2014 and are either on the maximum step or not administratively assigned to the
7 salary schedule shall receive a one-time lump sum payment of one thousand
8 (\$1,000) dollars.

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4/23/13